



LAM Personnel Compumetrics Center

59 Don Matias South St., Don Antonio Heights Subd., Diliman, Quezon City

☎ (02) 77443949 & 39312121 📠 (0917)5296133 ✉ hr@lampcc.com

www.lampcc.com

PSYCHOLOGICAL EVALUATION REPORT (MCAPES-MGR)

NAME : LAWRENCE R. CRUZ
REPORT DATE: May 8, 2020
COMPANY : HAPPY DRAGON ENTERPRISES
TEST DATE : May 8, 2020
REASON FOR REFERRAL: To determine his personal qualifications to effectively assume the position of MANAGER.

TESTS ADMINISTERED:

Verbal/Quantitative Test	Supervisory Test
Non-Language Test	Personality Trait Test I
Planning Test	Personality Trait Test II
Reasoning Test	Language Usage Test
Ingenuity Test	Leadership Test

SUMMARY OF FINDINGS:

LAWRENCE R. CRUZ is a person noted with general intellectual potentials as slightly above average. If he were to be compared to personnel doing managerial work, he will likely manifest a level of mental functioning rated as slightly better than the average. Where he is assigned to work with figures or mathematical tasks in the position, he will be expected to be moderately competent. His abstract thinking is very superior. He will show exceptional skill in handling tasks that need symbolic/non-verbal reasoning. His facility in the use of the English language is below-average. Thus, he may not be as eloquent and fluid in communicating as needed.

He evidences a slightly better than average ability to plan effectively. For related managerial work, he can be expected to show adequate skill to set objectives and program suitable steps. He can organize people to accomplish goals that require teamwork and is capable of coordinating the work with adequate competence. He could initiate the important structures to achieve set goals, if this is demanded of him by the functions of his position. Marginal skill to solve problems or forge out decisions is shown. On the job, he exhibits borderline analytical/reasoning ability. If he were to judge others, he will likely show adequate objectivity and impartiality of mind required of persons in same jobs. Fair degree of ingenuity and creativity is likely to be shown. This may be helpful with simple planning or problem-solving only.

Comparatively, he exhibits generally good managerial skills and attitudes which are deemed useful for effectivity on the job. Good knowledge of the responsibilities and duties of an effective manager is there. He should be able to effect them by himself.



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He could motivate others whenever needed. He appreciates their feelings and needs enough to be able to gain their cooperation. He is capable of satisfactory relationship with others. Partiality for methods that enhance cooperation/harmony is observed. In general, he can control, monitor or correct the performance of others well. This should enable him to command work quality. Enough submissiveness to his superiors is noted. He would normally follow orders and show respect to people with authority.

His need to relate and participate is moderately strong. He will generally feel relaxed in the company of others even on the job. He would manifest, while in the position, aggressiveness as well as boldness in initiating or establishing ties with other people. He has enough flexibility to relate effectively with various personalities. He is moderately adaptable to social situations. While mingling with others, he usually brings out a tactful and polished front. He can be socially graceful whenever necessary. Having a need for dominance that appears somewhat higher than the average, he will usually assert himself before other people. Towards others, he is always eager to help or be of assistance. He is expected to produce a relatively constant work output. With an emotional stability that is moderately solid, he can be generally expected to be free from mood swings/temper outbursts.

He is usually self-confident in facing difficulties on the job. Emergencies are handled with good effectivity in the position. Enough self-sufficiency is detected in the manner he solves his problems or makes decisions. He tends to depend on his judgment. Comparatively, he is more ambitious than the average. For him, extraordinary achievements are the only ones that are satisfying. Moderate initiative is manifested in his work. In general, he would do his job without frequent follow-up or close supervision. Enough stamina and vigor are likely to tide him over through the tasks that he has to perform or goals he must have to achieve. When working towards a goal, he appears moderately persevering. Enough persistence is manifested in the way he does his job. Given enough incentive, he should be sufficiently trustworthy and dependable. He is dedicated, hardworking, and diligent enough.

RECOMMENDATION:

For the position of **MANAGER**, based on his total qualification rating of 64.17, **LAWRENCE R. CRUZ** is considered **ADEQUATELY SUITABLE**. He is deemed a very good risk for the said position.

LORGENE A. MATA, Ph.D., RPsy



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PERSONAL PROFILE CHART

TRAITS	:Very:Low:Bel:Ave:Abv:High:Very:
	:Low : :Ave: :Ave: :High:
Intellectual potential	X---X
Intellectual efficiency	X---X
Quantitative ability	X
Abstract ability	X
Linguistic ability	X
Planning ability	X---X
Organizational ability	X
Ability to initiate structures	X
Reasoning/Analytical ability	X---X
Objectivity/Realistic thinking	X
Ingenuity/Creativity	X---X
Supervisory attitudes	X
Awareness of supervisory duties	X
Consideration of employees	X
Human Relations Skills	X---X
Controlling ability	X
Submission/Deference to authority	X
Sociability/Extroversion	X
Social boldness/aggressiveness	X
Adaptability/Social flexibility	X
Tactfulness/Social poise	X
Assertiveness/Need for dominance	X---X
Willingness to help others	X
Emotional stability under pressure	X
Self-confidence	X
Self-reliance	X
Achievement drive	X
Initiative	X
Vigor/Energy level	X
Perseverance/Endurance	X
Conscientiousness/Responsibility	X

TOTAL Q-RATING: 64.17 *

* LEGEND:

- 70.00-99.00:Highly Suitable
- 60.00-69.99:Adequately Suitable
- 40.00-59.99:Moderately Suitable
- 35.00-39.99:Minimally Suitable
- 1:00-34.99 :Unsuitable